TRANSMITTAL SLIP	DATE
TO: DDA	

ROOM NO.	BUILDING

REMARKS:

EO/DDA   13 DEC 1983

ADDA   14 DEC 1983

DDA   14 DEC 1983

FROM: OD/PERS
5-E-68 Hqs.

ROOM NO.	BUILDING	EXTENSION

FORM NO. 241   REPLACES FORM 36-8
1 FEB 55   WHICH MAY BE USED.   (47)

DD/A Registry
83-5732

12 December 1983

MEMORANDUM FOR: Director of Central Intelligence

FROM: 25X1

                  Deputy Director of Personnel

SUBJECT: Response to Questions Posed by the DCI in Regard
                  to Agency Recruiters

     1. This is in response to questions posed by you relative to your
meeting with the Agency's recruiters on 14 December 1983.

     Q. What is the status of the Agency recruiting?

     A. In FY 1983 the Agency had an employment target of [   ] On   25X1
30 September 1983, we had exactly [   ] personnel. Recruitment of Career   25X1
Trainees for the past three years was as follows:

          FY 1981 –   25X1
          FY 1982 –
          FY 1983 –

The first two classes for FY 1984 are estimated to be [   ] At this time   25X1
there are [   ] confirmed. Recruitment for the non-CT area is on track.   25X1

     Our main problem is finding quality, not quantity. Many are
interested in Agency employment but not all meet our needs. In the future
we will be using more of the "blitz" recruiting techniques which were so
successful at MIT, referrals from employees which at last count had reached
[   ] since the November 1983 Employee Bulletin, the services of a new   25X1
advertising agency, and a consultant contract with [   ] to provide   25X1
an infusion of business-world expertise into our recruiting efforts.

     Q. Who or what formula is working?

     A. In reply we have no single answer. We will continue with a
full court press, not focusing on any one specific technique. Our results
vary from region to region and person to person. There is a new Office of

                                                                                 25X1

SECRET

Personnel Deputy Director working on recruitment improvements. One of the reasons for the current recruiters conference is to take a look at the track record and develop new ideas and initiatives. We are using the field recruiters to brainstorm the issue and develop new ideas.

Q.   What are the sources and areas of recruitment?

A.   Statistics from last year's recruitment effort are:

Division I (West of Mississippi)

	Professional	Technical	Clerical

Security Initiations
Entered-on-duty

25X1

Division II (Midwest, Southeast

Security Initiations
Entered-on-duty

Division III (Northeast)

Security Initiations
Entered-on-duty

2. This is a snapshot which does not reflect trends. The current conference should provide the recruiters with the guidance they need to focus their efforts where they are most needed.

25X1

cc: DDCI
      Executive Director
      DDA

Distribution:
    Orig. - Adse
         1 - DDCI
         1 - ExDir
         1 - DDA
         1 - ER
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O/Emp   /sla/12 Dec. 83   25X1

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